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ANNEXURE A

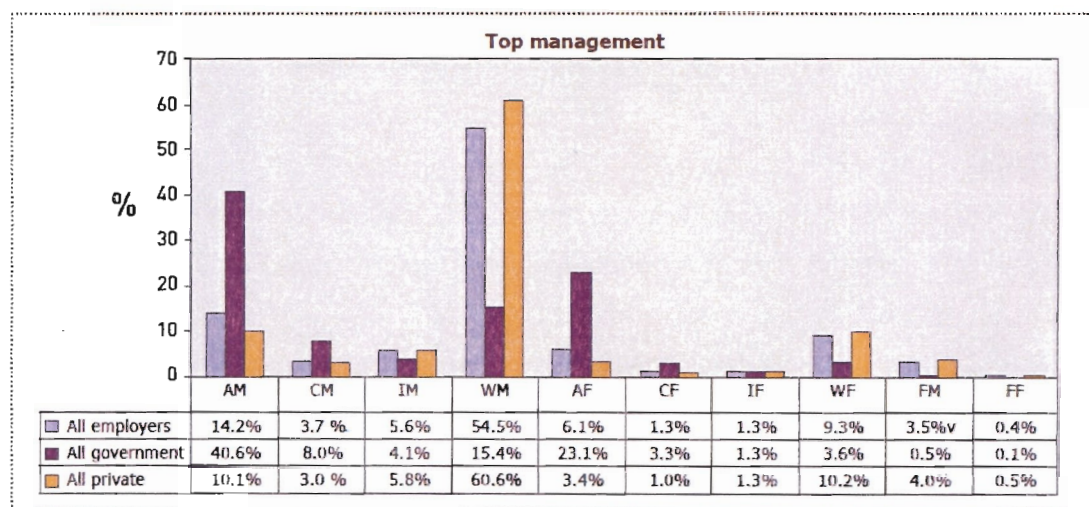
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Table 4: EAP by race and gender

Economically Active Population (EAP)					
Male			Female		
AM	African male	39.2%	AF	African female	34.2%
CM	Coloured male	6.1%	CF	Coloured female	5.2%
IM	Indian male	1.9%	IF	Indian female	1.1%
WM	White male	6.7%	WF	White female	5.5%
FM	Foreign male	0%	FF	Foreign female	0%

Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

Figure 1: Workforce population distribution for Top Management for all employers



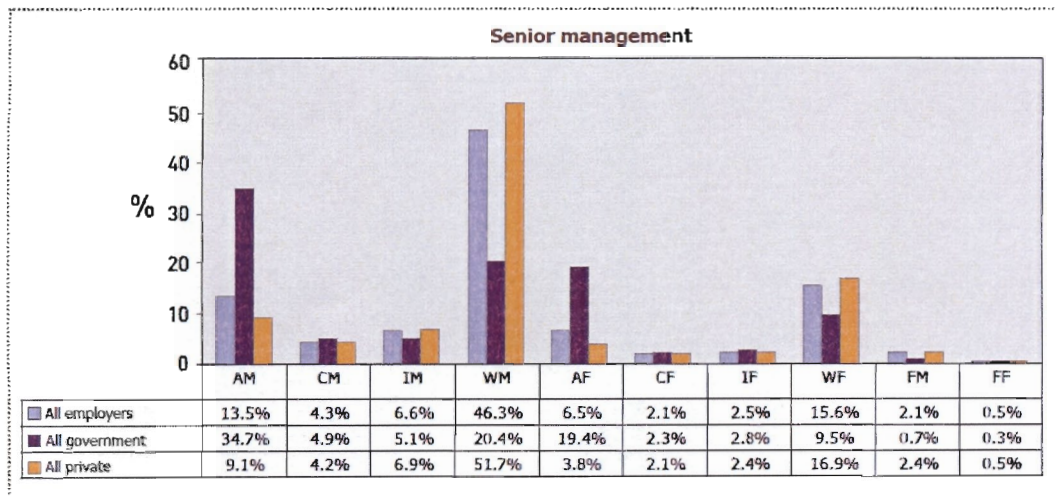
Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

Table 5: Industry sector workforce profile percentage population distribution at the Top Management level by race and gender

Occupational levels	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	8.5%	2.4%	0.4%	76.7%	2.1%	0.7%	0.0%	8.5%	0.6%	0.0%	100.0%
Mining and Quarrying	13.6%	1.4%	1.9%	68.5%	3.4%	0.3%	0.0%	6.1%	4.9%	0.0%	100.0%
Manufacturing	6.8%	2.5%	6.2%	64.4%	2.1%	0.9%	1.0%	7.8%	7.8%	0.6%	100.0%
Electricity, Gas and Water	27.7%	4.0%	5.1%	29.3%	16.2%	1.7%	1.2%	3.7%	9.2%	1.7%	100.0%
Construction	10.9%	4.2%	5.0%	69.5%	1.9%	0.6%	0.7%	4.8%	2.1%	0.1%	100.0%
Retail and Motor Trade/Repair Service	4.7%	2.1%	5.9%	69.9%	0.9%	0.5%	1.2%	10.9%	3.4%	0.6%	100.0%
Wholesale Trade/ Commercial Agents/ Allied Services	4.6%	3.5%	7.7%	68.2%	1.9%	1.1%	1.7%	9.2%	2.0%	0.1%	100.0%
Catering/ Accommodation/ other trade	10.1%	1.7%	3.6%	57.2%	3.0%	1.7%	0.8%	18.0%	2.8%	1.1%	100.0%
Transport/ Storage/ Communications	19.5%	4.5%	6.6%	46.9%	6.1%	0.8%	1.6%	8.7%	4.9%	0.4%	100.0%
Finance/Business Services	12.8%	3.0%	6.8%	51.5%	6.8%	1.4%	1.9%	12.7%	2.5%	0.6%	100.0%
Community/Social/ Personal Services	28.9%	6.5%	4.6%	30.2%	14.7%	2.8%	1.7%	9.6%	0.8%	0.2%	100.0%

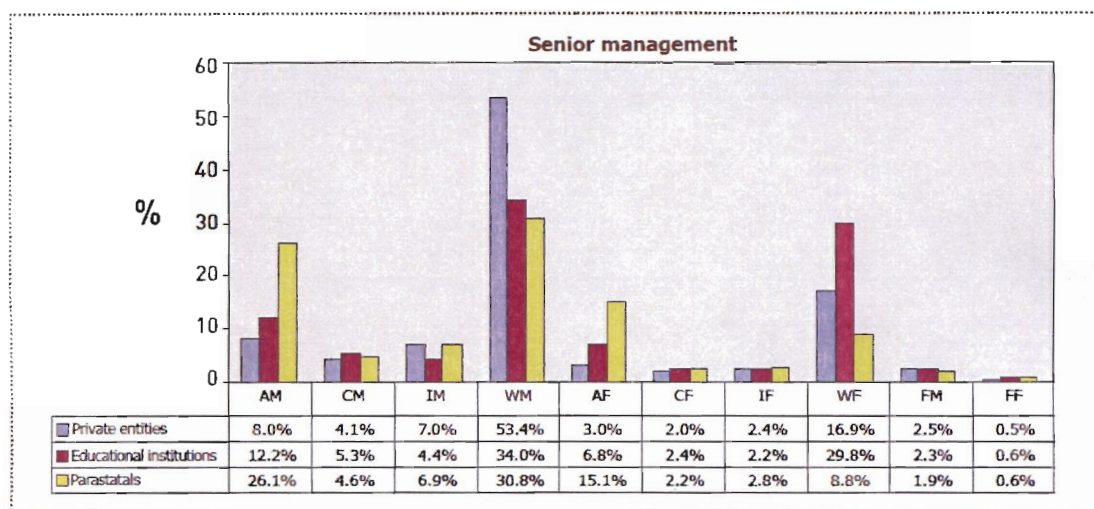
Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

Figure 4: Workforce population distribution for Senior Management for all employers



Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

Figure 6: Workforce population distribution for Senior Management for private sector employers



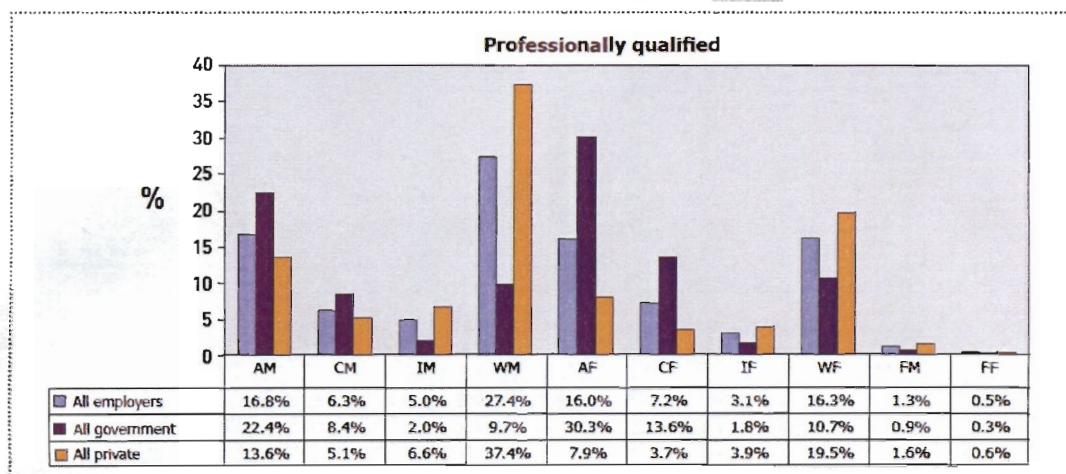
Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

Table 6: Industry sector workforce profile percentage population distribution at the Senior Management level for all employers by race and gender

Occupational levels	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	15.9%	2.9%	1.6%	61.8%	5.1%	0.9%	0.4%	10.4%	0.9%	0.1%	100.0%
Mining and Quarrying	13.2%	2.3%	2.8%	65.5%	3.5%	0.3%	0.7%	8.0%	3.5%	0.3%	100.0%
Manufacturing	7.0%	4.4%	8.0%	57.7%	2.7%	1.8%	2.0%	12.3%	3.7%	0.4%	100.0%
Electricity, Gas and Water	22.1%	3.6%	5.7%	39.7%	11.6%	1.8%	2.0%	8.6%	4.2%	0.7%	100.0%
Construction	11.8%	4.5%	4.8%	62.8%	3.8%	1.3%	1.1%	7.9%	1.8%	0.3%	100.0%
Retail and Motor Trade/Repair Service	6.9%	5.0%	8.2%	50.8%	2.0%	2.1%	3.1%	19.8%	1.6%	0.5%	100.0%
Wholesale Trade/Commercial Agents/Allied Services	8.0%	6.2%	10.0%	46.7%	2.6%	4.2%	2.9%	18.1%	1.0%	0.3%	100.0%
Catering/Accommodation/other trade	12.8%	3.8%	3.7%	40.4%	7.6%	3.9%	2.0%	23.3%	1.9%	0.5%	100.0%
Transport/ Storage/ Communications	12.4%	4.4%	10.5%	46.1%	5.0%	1.7%	2.1%	15.7%	1.5%	0.4%	100.0%
Finance/Business Services	9.4%	3.6%	6.7%	45.6%	5.4%	2.1%	3.2%	20.9%	2.4%	0.8%	100.0%
Community/Social/Personal Services	27.9%	5.1%	5.1%	26.0%	15.3%	2.5%	2.9%	13.8%	1.0%	0.3%	100.0%

Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

Figure 7: Workforce population distribution for Professionally Qualified for all employers



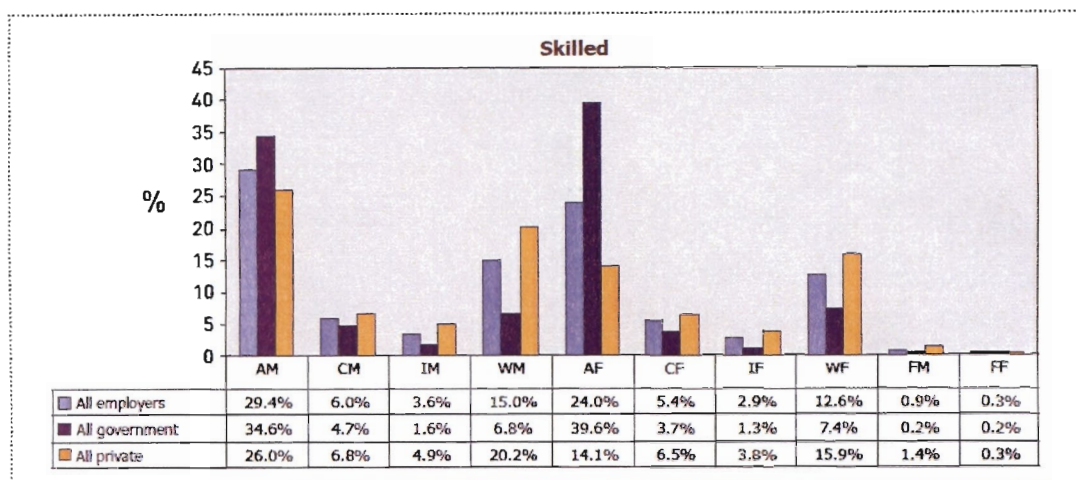
Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

Table 7: Industry sector workforce profile percentage population distribution at the Professionally Qualified level by race and gender

Occupational levels	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	21.2%	3.4%	1.8%	46.5%	9.3%	1.2%	0.9%	14.3%	1.2%	0.2%	100.0%
Mining and Quarrying	21.5%	2.5%	2.7%	51.3%	6.9%	0.7%	1.2%	11.0%	1.9%	0.3%	100.0%
Manufacturing	11.1%	5.5%	8.8%	46.3%	4.7%	2.6%	3.2%	15.5%	2.0%	0.4%	100.0%
Electricity, Gas and Water	23.9%	4.8%	6.5%	31.0%	16.0%	2.3%	2.8%	9.8%	2.4%	0.5%	100.0%
Construction	17.4%	6.3%	5.4%	51.7%	5.6%	1.2%	1.5%	7.5%	3.1%	0.3%	100.0%
Retail and Motor Trade/Repair Service	15.5%	7.3%	7.0%	27.5%	10.1%	7.4%	4.6%	19.4%	0.7%	0.4%	100.0%
Wholesale Trade/Commercial Agents/Allied Services	14.7%	6.6%	7.0%	33.1%	8.4%	5.4%	3.3%	21.0%	0.5%	0.1%	100.0%
Catering/ Accommodation/ other trade	17.2%	4.9%	3.5%	25.3%	15.2%	5.4%	2.4%	24.2%	1.5%	0.5%	100.0%
Transport/ Storage/ Communications	15.1%	5.8%	7.9%	39.8%	7.0%	2.8%	3.0%	17.4%	0.9%	0.3%	100.0%
Finance/Business Services	10.7%	4.8%	7.1%	31.8%	8.7%	4.4%	5.9%	24.5%	1.3%	0.8%	100.0%
Community/Social/ Personal Services	20.6%	8.0%	2.2%	11.6%	27.8%	12.8%	2.1%	13.3%	1.1%	0.5%	100.0%

Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

Figure 10: Workforce population distribution for Skilled for all employers



Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

Table 8: Industry sector workforce profile percentage population distribution at the Skilled level by race and gender

Occupational levels	Male				Female				Foreign National		Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Agriculture	33.1%	7.2%	1.6%	21.3%	16.8%	4.8%	1.1%	13.5%	0.5%	0.0%	100.0%
Mining and Quarrying	39.3%	2.9%	0.9%	36.9%	7.0%	0.8%	0.4%	6.8%	5.0%	0.1%	100.0%
Manufacturing	27.6%	9.7%	8.2%	26.3%	8.2%	4.8%	2.9%	11.3%	0.8%	0.2%	100.0%
Electricity, Gas and Water	36.8%	4.8%	2.9%	18.5%	23.2%	3.0%	1.8%	8.0%	0.6%	0.2%	100.0%
Construction	41.8%	7.8%	3.4%	24.3%	7.0%	1.8%	1.1%	7.4%	5.1%	0.2%	100.0%
Retail and Motor Trade/Repair Service	21.1%	8.0%	5.0%	16.5%	18.9%	11.2%	4.9%	14.1%	0.2%	0.1%	100.0%
Wholesale Trade/Commercial Agents/ Allied Services	24.7%	7.0%	6.2%	14.8%	17.3%	8.6%	4.2%	16.8%	0.3%	0.1%	100.0%
Catering/ Accommodation/ other trade	24.6%	5.4%	3.0%	12.0%	23.5%	8.3%	3.5%	17.7%	1.3%	0.8%	100.0%
Transport/ Storage/ Communications	26.4%	8.4%	6.6%	21.1%	12.2%	5.5%	3.5%	15.6%	0.5%	0.2%	100.0%
Finance/Business Services	18.0%	5.7%	4.8%	12.9%	19.4%	9.9%	6.4%	21.9%	0.5%	0.5%	100.0%
Community/Social/ Personal Services	32.1%	4.8%	1.8%	7.0%	37.1%	4.3%	1.9%	10.4%	0.4%	0.3%	100.0%

Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

Table 9: Percentage population distribution of people with disabilities by race and gender for all employers

Occupational levels	Male				Female				Foreign National		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	25	4	12	168	12	2	4	32	1	0	260
	9.6%	1.5%	4.6%	64.6%	4.6%	0.8%	1.5%	12.3%	0.4%	0.0%	100.0%
Senior Management	93	24	57	346	62	12	10	89	10	1	704
	13.2%	3.4%	8.1%	49.1%	8.8%	1.7%	1.4%	12.6%	1.4%	0.1%	100.0%
Professionally qualified, experienced specialists, mid-management	565	128	168	1 912	414	80	53	562	19	8	3 909
	14.5%	3.3%	4.3%	48.9%	10.6%	2.0%	1.4%	14.4%	0.5%	0.2%	100.0%
Skilled technical and academically qualified workers, junior management	2 235	626	606	2 554	1 185	344	246	1 396	90	18	9 300
	24.0%	6.7%	6.5%	27.5%	12.7%	3.7%	2.6%	15.0%	1.0%	0.2%	100.0%
Semi-skilled and discretionary decision making	6 144	1 051	648	1 415	3 455	902	346	1 505	172	10	15 648
	39.3%	6.7%	4.1%	9.0%	22.1%	5.8%	2.2%	9.6%	1.1%	0.1%	100.0%
Unskilled and defined decision making	4 936	388	149	217	2 092	222	60	177	714	5	8 960
	55.1%	4.3%	1.7%	2.4%	23.3%	2.5%	0.7%	2.0%	8.0%	0.1%	100.0%
Total permanent	13 998	2 221	1 640	6 612	7 220	1 562	719	3 761	1 006	42	38 781
	36.1%	5.7%	4.2%	17.0%	18.6%	4.0%	1.9%	9.7%	2.6%	0.1%	100.0%
Temporary employees	731	97	19	79	971	86	5	53	6	2	2 049
	35.7%	4.7%	0.9%	3.9%	47.4%	4.2%	0.2%	2.6%	0.3%	0.1%	100.0%
Grand Total	147 29	2 318	1 659	6 691	8 191	1 648	724	3 814	112	44	40 830

Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

ANNEXURE B

RESEARCH QUESTIONNAIRE

The purpose of the questionnaire is to obtain information regarding whether perceived woman discrimination does exist in the mining sector. Information obtained will be used by the researcher only for the purposes of this study. You are guaranteed ethical and careful use of the information. You are assured that your response will be treated as highly confidential, and that participation in this study is on the basis of anonymity. Please participate as sincerely and as co-operatively as possible, and this will be invaluable in the analysis, recommendations, and conclusion of this study. The interviewee is free to decline to answer some or all of the questions posed.

SECTION A: BIOGRAPHICAL INFORMATION

Would you please tell me a little bit about yourselves and your background?

1. How old are you?
 - A. Under 25 years
 - B. 25 – 34 years
 - C. 35 – 44 years
 - D. 45 – 54 years
 - E. 55 or older

2. What is your gender
 - A. Female
 - B. Male

3. What is your racial group?
 - A. Black
 - B. Coloured

- C. Indian
- D. White

4. Level of education

- A. Below grade 12
- B. Grade 12
- C. Technical certificate
- D. Diploma/Degree

SECTION B: EMPLOYMENT PARTICULARS

1. What is your Job title/Position at work?
2. How long have you been on this position?
 - A. Less than 5 years
 - B. 05 - 09 years
 - C. 10 - 14 years
 - D. 15 – 20 years
3. How long have you worked for the mining sector?
 - A. Less than 5 years
 - B. 05 - 09 years
 - C. 10 - 14 years
 - D. 15 – 20 years

SECTION C: UNDERSTANDING OF DISCRIMINATION AND WORK EXPERIENCE

1. What is woman discrimination? (Explain in your own words).
2. Do you think woman discrimination exists in the mining sector? (Explain why do you say it does or it doesn't exist)
3. Have you experienced or witnessed any attempts in the workplace to downgrade or attack woman because of their gender or sex?

- How it was done? Explain; Give example/s of incidences to support your answer?
 - How did the experience affect you/make you feel?
 - How did the experience affect your work performance?
4. Have you been subjected or witnessed a female colleague being subjected to different treatment than male colleagues, who are equally qualified?
- How it was done? Explain; Give example/s of incidences to support your answer?
 - How did the experience affect you/make you feel?
 - How did the experience affect your work performance?
5. Have you been subjected or witnessed a female colleague being subjected to derogatory remarks?
- How it was done? Explain; Give example/s of incidences to support your answer?
 - How did the experience affect you/make you feel?
 - How did the experience affect your work performance?
6. Have you been place or witnessed a female colleague being place in working conditions which made it impossible to perform your/their job?
- How it was done? Explain; Give example/s of incidences to support your answer?
 - How did the experience affect you/make you feel?
 - How did the experience affect your work performance?
7. If the answer is YES to any of the questions from 6 – 10, did you/they lodge a complaint with management and how was the complaint handled by management?
8. Have you or a female colleague ever been discouraged by male colleagues or supervisor to execute a task related to your/their job because of your/their gender?
- If the answer is YES, how did you or they react to this?
 - How did you feel about this?
9. Have you or a female colleague ever been discouraged by male colleagues or supervisor, to apply for a promotion/senior position because of your/their gender?

- If the answer is YES, how did you or they react to this?
- How did you feel about this?

10. What should be done to eliminate woman discrimination in the mining sector?

ANNEXURE C
PROTOCOL FOR ANALYSIS OF DATA

by Tesch (in Technikon SA, 2001: 62)

- a) Get a sense of the whole. Read through all the transcriptions carefully and perhaps jot down some ideas as they come to mind.
- b) Pick one document (one interview) which could be the most interesting, the shortest or the one on top of the pile. Go through it, asking yourself, what is this all about? Do not think about the “substance” of the information, but rather its underlying meaning. Write thoughts in the margin.
- c) When you have completed the task for several informants, make a list of the topics that have emerged. Cluster together similar topics. Form these topics into columns that might be arrayed as major topics, unique topics, and leftovers (they have no specific category).
- d) Now take this list and go back to the data. Abbreviate the topics as codes and write the codes next to the appropriate segments of the text. Try out this preliminary organising scheme to see whether new categories and codes emerge.
- e) Find the most descriptive wording for your topics and turn them into categories. Look at reducing your total list of categories by grouping topics that relate to each other. Perhaps draw lines between your categories to show the interrelationships.
- f) Make a final decision on the abbreviation for each category and alphabetise these codes.
- g) Assemble the data material belonging to each category in one place and perform preliminary analysis.
- h) If necessary recode your existing data.